



College of Veterinary Medicine
Department of Veterinary Pathobiology
250 McElroy Hall
Stillwater, Oklahoma 74078-2007

405-744-8161, FAX 405-744-5275
e-mail: lehenba@notes.cvm.okstate.edu

January 14, 2004

Dr. David C. Bosserman
Vice President, Administration and Finance
208 Whitehurst
Oklahoma State University
Stillwater, OK 74078

Dear Dr. Bosserman:

The Retirement Investment Options Subcommittee of the Flexible Compensation Benefits Committee (FCBC) has completed the first of their two main charges. On the attached sheet you will find the nine new TIAA-CREF investment fund options which have been recommended by the Subcommittee and accepted by FCBC for addition to the existing TIAA-CREF investment options. I understand that Human Resources is already working towards implementing these changes so that these new investment options will be available to OSU employees in the near future.

The Retirement Investment Options Subcommittee is continuing to work on their other main charge of considering the desirability and feasibility of adding one or more additional vendors besides TIAA-CREF for retirement fund investing.

Thank you for your support in helping to make these improvements to the retirement investment choices at OSU.

Sincerely,

A handwritten signature in cursive script that reads "Terry W. Lehenbauer".

Terry W. Lehenbauer, DVM, MPVM, PhD, Dipl. ACVPM
Associate Professor, Epidemiology & Preventive Medicine
Chair, Flexible Compensation Benefits Committee

Cc: Dr. Peter Shull; Chair, Retirement Investment Options Subcommittee

✓ Ms. Anne Matoy
Mr. John Dalton
Ms. Sandy Cooper
Ms. Billie Blackburn

Attachment

Oklahoma State University
Personnel

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Office of the Director

TIAA-CREF PORTFOLIO OPTIONS AT OSU

Equity funds:

The nine newly selected funds are italicized and underlined.*

| | Value | Blend | Growth |
|--------|---|---|---|
| Large | <u><i>CREF Large-Cap Value</i></u> | CREF Stock CREF Global Equities CREF Equity Index CREF Social Choice | CREF Growth <u><i>CREF Large-Cap Growth Index</i></u> |
| Medium | <u><i>CREF Mid-Cap Value</i></u> | | <u><i>CREF Mid-Cap Growth</i></u> |
| Small | <u><i>DFA Small-Cap Value</i></u> <u><i>CREF Small-Cap Value</i></u> | | <u><i>CREF Small-Cap Growth Index</i></u> <u><i>DFA Int'l Small Company</i></u> <u><i>DFA Micro Cap</i></u> |

Other funds:

CREF Money Market
CREF Bond Market
CREF Inflation-Linked Bond
TIAA Traditional
TIAA Real Estate

* These nine additional investment options were recommended by the Retirement Investment Options Subcommittee of the Flexible Compensation Benefits Committee (FCBC) and approved by the FCBC at its regular monthly meeting on December 17, 2003.